

Self Insurance Fund

Fund 115

	2008/09 Actual	2009/10 Current	2010/11 Requested	2010/11 Recommended	Percent Change
Revenues					
Charges & Fees	\$4,040	\$4,000	\$6,000	\$6,000	50%
Employee Dental Contribution	232,649	200,000	200,000	200,000	0%
Emp/Retiree Health Contribution	1,466,719	1,400,000	1,400,000	2,185,000	56%
Indirect Cost	11,000	11,000	11,000	129,000	1073%
Miscellaneous	116,127	0	0	0	0%
Fund Balance	1,264,125	333,950	403,540	(5,000)	-101%
S/T Disability Premiums	82,600	80,000	80,000	80,000	0%
Group Health/Dental Premiums	0	0	0	0	0%
Special Contingency	0	30,000	30,000	100,000	233%
Health Co-Pay	35,990	30,000	30,000	26,300	-12%
General Fund	960,846	1,454,760	1,454,760	1,758,500	21%
Total	\$4,174,096	\$3,543,710	\$3,615,300	\$4,479,800	26%
Expenses					
Capital	\$7,775	\$9,000	\$9,000	\$0	0%
Contractual Services	85,653	98,510	98,000	110,750	12%
County EAP	27,278	30,000	30,000	30,000	0%
Employee Dental Claims	215,522	200,000	220,000	317,250	59%
Employee Incentive Program	0	0	0	0	0%
Employee/Retiree Health Claims	2,314,736	1,400,000	1,400,000	2,206,000	58%
IBNR	100,000	100,000	100,000	0	0%
Property & General Liability Claims	108,569	150,000	150,000	150,000	0%
Property & General Liability Premiums	420,167	495,000	500,000	500,000	1%
Retiree Group Health	127,171	135,000	140,000	192,000	42%
Security/Safety Supplies	12,162	16,500	8,500	5,000	-70%
Self Ins. Collision	211	7,500	7,500	7,500	0%
Self Ins. Comprehensive	0	10,000	10,000	10,000	0%
Special Contingency	0	30,000	30,000	100,000	233%
S/T Disability Payments	26,317	40,000	50,000	50,000	25%
Supplies & Operations	167,045	217,200	217,300	156,300	-28%
To General Fund	40,346	0	0	0	0%
Unemployment Insurance	39,071	80,000	80,000	80,000	0%
Workers Compensation Claims	339,837	367,500	400,000	400,000	9%
Workers Compensation Premiums	142,236	157,500	165,000	165,000	5%
Total	\$4,174,096	\$3,543,710	\$3,615,300	\$4,479,800	26%
Expenses by Division					
Wellness	\$167,045	\$217,200	\$217,300	\$156,300	-28%
Employee Insurance	2,883,377	1,990,000	2,025,000	2,885,250	45%
Liability	643,251	807,880	804,500	865,750	7%
Workers Compensation	480,423	528,630	568,500	572,500	8%
Total	\$4,174,096	\$3,543,710	\$3,615,300	\$4,479,800	26%

Budget Highlights

The self-insurance fund includes the County's cost for wellness, employee health and dental insurance, property and general liability insurance, and workers' compensation. For several years, the County was able to offer high-quality health insurance while keeping costs relatively

low. Claims experience was less than projected, which helped build funds to deal with expenses in future years. A comparison of Catawba County to other North Carolina counties showed that the County was able to offer lower deductibles, co-pays, and out-of-pocket maximums than the benchmark average while also keeping premiums lower than average, a benefit to both the County and employees. Unfortunately this began to change in Fiscal Year 2008/09 and continued in Fiscal Year 2009/10 with a two-year increase of 42 percent in health claims. In order to address these increased costs, employees will now have three plans to choose from for their health care needs instead of one, with varying levels of employee participation and risk. Two options are more traditional health insurance plans and the third is a Health Savings Account (HSA). All of the new coverage options have higher premiums than previous plans and the increased costs will be shared by both the County and employees.